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17 **UNITED STATES DISTRICT COURT**
18 **NORTHERN DISTRICT OF CALIFORNIA**
19 **SAN FRANCISCO DIVISION**

20 AMERICAN FEDERATION OF
21 GOVERNMENT EMPLOYEES, AFL-CIO, et
al.,

22 Plaintiffs,

23 v.

24 DONALD J. TRUMP, in his official capacity as
25 President of the United States, et al.,

26 Defendants.
27
28

Case No.: 3:25-cv-03070-JD

**DECLARATION OF DENISE
NEMETH-GREENLEAF**

DECLARATION OF DENISE NEMETH-GREENLEAF

I, Denise Nemeth-Greenleaf, declare as follows:

1. I am over 18 years of age and competent to give this declaration. This declaration is based on my personal knowledge, information, and belief.

2. I am an Industrial Program Specialist at the Department of the Navy (“Navy”), within the Department of Defense. I work at the Portsmouth Naval Shipyard in Kittery, Maine. I have worked for the Navy for 37 years, since October of 1987. As an Industrial Program Specialist, I monitor the cost, quality and schedule for various product lines and project lines of parts that the Navy manufactures for use in overhauling ships.

3. I am currently Vice-Chair of the American Federation of Government Employees (“AFGE”) Defense Conference (“DEFCON”). DEFCON is an organization comprised of various AFGE affiliates that represent nearly 250,000 civilian employees across the Department of Defense (“DOD”). DEFCON is comprised of the following caucuses: Air Force Caucus, Air Force Materiel Command, Army Caucus, Army and Air Force Exchange Services (workers who work in retail and convenience stores in military bases throughout the world), Defense Commissary Agency (workers at DOD commissaries), Defense Contract Management Agency, Defense Contract Audit Agency (workers who audit defense contractors to ensure tax payers get a fair deal on government contracts), Defense Finance and Accounting Service (which handles employee payroll), Defense Health Agency, Defense Information Systems Agency, Defense Logistics Agency (workers who transport equipment and parts around the world), Depots and Arsenal Caucus (workers in facilities housing certain equipment), Marine Corps, National Guard, Navy Caucus, Navy Region Southeast Council 243 (wage grade industrial and public works employees, such as forklift operators), and Non-Appropriated Fund Caucus (workers in roles paid from the sale of goods and services rather than congressionally appropriated funds—for instance, workers in child care centers on military bases).

4. DEFCON’s role is to coordinate AFGE’s DoD affiliates and provide them with up-to-date information and guidance, including advice and training on topics such as collective

1 bargaining, Merit Systems Protections Board procedures, Federal Labor Relations Authority
2 conflict resolution, Equal Employment Opportunity compliance, and others.

3 5. I am the chair of the Navy Caucus in DEFCON. The Navy Caucus includes more
4 than 50 AFGE affiliates that vary in size from approximately 50 members to thousands of
5 members each. Those affiliates represent all types of Navy civilian employees, including
6 administrative workers, instructors, accountants, wage-grade workers, public works department
7 workers, electricians, emergency responders, and medical personnel. A lot of their members are
8 veterans and disabled veterans. It is my understanding that the March 27, 2025 Executive
9 Order titled “Exclusions from Federal Labor Management Relations Programs” (“Exclusion
10 Order”) covers all of these Navy workers other than police officers and firefighters.

11 6. I am also a member of AFGE Local 2024 (“Local 2024” or the “Union”). I have
12 been a member of Local 2024 for approximately 15 years.

13 7. Local 2024 represents a bargaining unit of approximately 500 civil servants who
14 work for the Navy in Maine and New Hampshire. The unit includes a wide variety of business
15 and administrative employees, including those who work in accounting and finance, as well as
16 instructors for safety and environmental training, and police officers. Again, the Exclusion
17 Order covers all of these workers other than the police officers.

18 8. Local 2024’s purpose is to advance the interests of bargaining unit members in
19 their federal employment, including ensuring a safe and fair workplace for all members. As the
20 exclusive bargaining representative of these workers, the Union provides many services to
21 members. Important functions of the Union include collective bargaining with the Navy to
22 obtain a favorable collective bargaining agreement (“CBA”); pursuing grievances and
23 arbitrations against the agency to enforce the terms and conditions of the CBA on behalf of
24 workers; and providing other assistance and support to bargaining unit employees, including by
25 ensuring proper worker safety and industrial health training and providing veterans with PTSD a
26 safe work environment.

1 9. The Exclusion Order will significantly impact DEFCON's and Local 2024's
2 abilities to provide the above services and to accomplish their missions. The Executive Order
3 will also significantly impact bargaining unit workers.

4 10. If the Union is no longer the exclusive bargaining representative of the unit, the
5 Union cannot enforce the CBA against the Navy. The CBA provides important rights and
6 protections to workers like me. For instance, the CBA:

- 7 a. Sets terms and conditions for working hours, overtime, sick leave, holidays, and
8 paid time off for workers in the unit.
- 9 b. Imposes safety and health requirements to ensure the welfare of workers in their
10 place of employment.
- 11 c. Provides for a telework program.
- 12 d. Establishes protections for workers regarding reduction-in-force ("RIF") actions
13 and procedures.
- 14 e. Establishes procedures for and limits on disciplinary and adverse actions against
15 workers.
- 16 f. Provides for an Employee Assistance Program for individuals who have problems
17 associated with alcohol, drug, marital, family, legal, financial, stress, attendance,
18 and other personal concerns.
- 19 g. Establishes grievance and arbitration procedures for employees and the Union to
20 resolve disputes with the agency over employment matters.
- 21 h. Provides for reasonable and necessary official time, which allows bargaining unit
22 employees to perform union representation activities during time the employee
23 otherwise would be in a duty status, without loss of pay or charge to annual leave.

24 Without the Union to represent them and enforce the CBA, workers like me will not have
25 the benefit of those rights and protections going forward. I understand that the Navy may also
26 rescind the CBA under the Executive Order.

1 11. The Union's and DEFCON's staff and activities are funded through members'
2 voluntary dues, most of which are paid through payroll deduction from their pay. If AFGE can
3 no longer receive dues through payroll deduction under the Executive Order, that will make it
4 significantly more difficult for the Union and DEFCON to be able to continue to function or
5 provide any of their services or protections to federal employees as listed above.

6 12. Official time is very important to enable bargaining unit workers with union roles
7 to perform representative activities on behalf of their coworkers while on government time.
8 Representational activities performed during official time can include working with management
9 to efficiently resolve disputes over workplace problems, negotiating contracts, representing
10 coworkers in grievances and disciplinary actions, ensuring safe working conditions and
11 procedures, enforcing protections from unlawful discrimination and retaliation, and providing
12 workers with a voice in determining working conditions. Removing Union representatives from
13 official time will hamstring the Union's ability to perform its fundamental functions of
14 representing members in their daily workplace lives.

15 13. Because of the Exclusion Order, workers are afraid to speak out or raise
16 workplace concerns. Local 2024 unit members have relied on the Union to represent them
17 because they are afraid of retaliation by management. Without the Union as their exclusive
18 representative, there is no representation to prevent that. I understand that workers in the unit are
19 also afraid to voice disapproval of the current administration, because they are worried about
20 further executive action aimed at silencing federal unions.

21 I declare under penalty of perjury under the laws of the United States that the foregoing is
22 true and correct. Executed on April 1, 2025, in Kittery Point, Maine

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25 Denise Nemeth-Greenleaf
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